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International Ladies' Garment Workers' Union
(ILGWU)

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Justice (Vol. 43, Iss. 9)

International Ladies Garment Workers Union (ILGWU)

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International Ladies' Garment Workers' Union, ILGWU, labor unions, clothing workers, textile workers, garment workers, garment industry, New York, United States

Comments

Justice was the official publication of the International Ladies' Garment Workers' Union ILGWU from 1919 to 1995. Editions of *Justice* were published in English, Italian, Spanish, and Yiddish. When compared side by side, the content of some of these different editions of *Justice* shows significant differences. This is the English-language edition of *Justice*.

RECEIVED MAY 8 - 1961

A Union Within a Union—?

See Page 3 — FOUR Questions, Page 5 — Editorial, Page 12

JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

Vol. XLIII, No. 9

Jersey City, N. J., May 1, 1961

Price 10 Cents

N.Y. CLOAK PACTS EXTENDED WITH RISES, PENSION BOLSTER

—Page 1



Strike! Chalk up another for the Local 378 Union Label Bowling Team, Southeast Region's ace tegglers and union label promoters in first place tie in Florence, Ala., Alley Oop League.



Precedent was set in cloak parleys bringing pay, retirement, welfare gains to 45,000 metropolitan New York cloakmakers. Pres. David Dubinsky speaks at a meeting of executive board.

Governor Vetoes Bill to Delay Fire Sprinklers

Governor Nelson Rockefeller has vetoed the bill which would have postponed the effective date for the installation of fire sprinklers and other safeguards.

Acting on the last day for signing into law bills passed by the New York State legislature, the Governor declared on April 25 that "upon review of this bill, and of communications forwarded to me, I am convinced that the measure was introduced, debated and passed on the basis of a misconception of the present law."

Fire wardens and ILGWU members spurred the drive that included many other unions in the city and state that resulted in the flood of communications to the Governor calling for a veto.

Ironically, the great memorial meeting on March 25, marking the

50th anniversary of the Triangle fire, became a rally against the anti-sprinkler bill. Pres. David Dubinsky was joined by Mrs. Eleanor Roosevelt, Frances Perkins and Fire Commissioner Edward F. Cavanagh Jr. in calling for a veto of the bill.

Pres. Dubinsky, immediately upon learning of the veto, sent the following telegram to Governor Rockefeller: "Have been watching the newspapers last few days during which you were signing and vetoing various bills for your position on Albert Folmer anti-sprinkler bill. At our recent memorial meeting commemorating Triangle fire I said 'I cannot visualize that the liberal Governor of New York State would sign such a regressive bill.' I am glad that you did not let us down and

(Continued on Page 11)

Senate Okays \$1.25 Minimum; Final House Action Holds Fate

Prospects for Congressional action on the Kennedy administration's \$1.25 minimum wage bill brightened perceptibly last week when Senate-House conferees reached accord on most proposals contained in the broader version of the measure which passed the Senate on April 20.

The liberal Democrats who dominate the delegations in the conference committee are expected to favor the Senate measure, which would raise the present \$1 minimum to \$1.25 by 1963 and extend coverage to an additional 4.1 million workers.

The Kitchen-Ayres bill adopted earlier by the GOP-Dixiecrat coalition in the House would provide an increase to only \$1.15, and extended coverage limited to 1.2 million more workers at the present \$1 level with no further increases.

The administration-backed measure introduced by Senator Pat McNamara (D-Mich.) passed by a vote of 65 to 28 after the Senate had beaten back several attempts to dilute the bill.

The key vote came on an amendment proposed by Senator Mike Monroney (D-Okla.) which would have limited coverage to retail workers at establishments operating entirely within one state, thereby excluding some 1.6 million workers from protection. The Monroney amendment was defeated by a 56-39 vote, when 13 Republicans joined 43 Democrats on the roll-call.

A closer battle looms in the House, where the coalition had rejected the administration measure by a 186 to 185 vote.

Here is how Senators voted on the crucial Monroney Amendment which would have drastically reduced the extended coverage sought by the Kennedy administration and organized labor:

For Kennedy's policy (AGAINST the amendment) 56

Alaska	Kentucky	New Jersey	Tennessee
Barnett (D)	Cooper (R)	Care (R)	Bellevue (D)
Gravel (D)	Louisiana	Williams (D)	Texas
Arlington	Long (D)	New Mexico	Yarborough (D)
Harmon (D)	Maine	Anderson (D)	Flah
California	Neale (D)	Chavez (D)	Moore (D)
Engel (D)	Smith (R)	New York	Vermon
Kuchel (R)	Massachusetts	Javits (R)	Aiken (R)
Colorado	Smith (D)	Kearney (R)	Prosser (R)
Carroll (D)	Michigan	N. Dakota	Washington
Connally	Hart (D)	Burdick (D)	Jackson (D)
Rush (R)	Minnesota	Ohio	McGowan (D)
Dodd (D)	McNamara (D)	Young (D)	W. Virginia
Delaware	Burroughs (D)	Oregon	Bond (D)
Harro (R)	McCarthy (D)	Monroe (D)	Randolph (D)
Hawaii	Minors (D)	Neuver (D)	W. Virginia
Pong (R)	Missouri	Pennsylvania	Byrd (D)
Long (D)	Long (D)	Clark (D)	Wisconsin
Illinois	Symington (D)	South (R)	Prosser (D)
Montana	Montgomery (D)	Rhode Island	Wyoming
Donahoe (D)	Nasfield (D)	Pastore (D)	Holmes (D)
Indiana	Nease (D)	Pell (D)	McGee (D)
Harkin (D)	Nevada	R. Carolina	
Miller (R)	Roth (D)	Johnson (D)	
	Cannon (D)		

Paired For—Young (R), N. Dakota

Against Kennedy's policy (FOR the amendment) 39

Alabama	Idaho	Massachusetts	Oklahoma
Bill (D)	Dowd (R)	Nationalist (R)	Kerr (D)
Sparkman (D)	Illinois	Minnesota	Monroney (D)
Arizona	Dorman (R)	Eastland (D)	S. Carolina
Goldwater (R)	Indiana	Senators (D)	Thurmond (D)
Arkansas	Capehart (R)	Nebraska	S. Dakota
Fulbright (D)	Iowa	Curie (R)	Care (R)
McClintock (D)	Rickenbacker (R)	Brooks (R)	Smith (R)
Colorado	Karnes	New Hampshire	Tennessee
Adams (R)	Carlson (R)	Cotton (R)	Gore (D)
Delaware	Schuppel (R)	N. Carolina	Texas
Williams (R)	Kentucky	Ervin (D)	Holmes (D)
Florida	Morton (R)	Jordan (D)	Utah
Hollifield (D)	Louisiana	Ohio	Benett (R)
Smithers (D)	Kleider (D)	Lausche (D)	Virginia
Georgia	Maryland		Byrd (D)
Barnett (D)	Brall (R)		
Talmadge (D)	Brall (R)		

Paired Against—Robertson (D), Virginia. Not voting—Church (D), Idaho; Bridges (R), New Hampshire; Wiley (R), Wisconsin.

WASHINGTON MEMO

Everyone's Vote Is Equal—But Some More Than Others

WASHINGTON—"No taxation without representation" was the powerful battle cry with which the colonists fought the Revolution. Yet it is an ironic commentary on the slogan to note after almost 200 years that our system of representation is far from perfect.

The gross example of taxation without any representation, as it affects almost a million citizens in the District of Columbia, is on the way to correction. Congress has finally approved national representation for the people of the district. The 38th state has ratified it, making it the 23rd Amendment to the U.S. Constitution.

But the problem of millions of Americans in virtually every state of the Union who are not fairly represented by virtue of the ancient art of gerrymandering and other political gimmicks, is far from solved.



Let's take some examples.

The 28th District of California is the largest, population-wise, in the country with 1,014,460 inhabitants. Other heavily populated districts are the 4th in Florida with 982,968; the 5th of Texas with 951,527; the 1st of New York with 906,187; and the 13th of Illinois with 905,761. Each one of these districts has but one vote in the House of Representatives.

On the other hand, the district with the smallest population is the 12th in Michigan with 177,431. Others are the 2nd in Arkansas with 182,314; the 2nd in South Dakota with 182,845; the 4th in Colorado with 195,551 and the 3rd in Kansas with 212,520. Each one of these districts also has one representative.

What is clear from these figures is that the voter in the smallest district has more than five times as much actual representation power as the voter in the largest. Thus the 177,431 voters in the 12th Michigan District can cancel out the 1,014,460 voters of the 28th California District.

Some of this discrepancy—but by no means all—will be removed in the election of 1962 when seats in the House of Representatives will be reapportioned in accordance with these latest census figures. California, for example, which has benefited by an enormous increase in population, will get an additional 7 seats, Florida 4 and Texas 2. New York, on the other hand, will lose 3, as will Pennsylvania—not because they have lost in actual population but because they have lost proportionally.

Yet despite this readjustment, large discrepancies still will remain, in great measure because of political manipulation by state legislatures either in carving out the additional districts they may receive or in consolidating old districts where seats are lost. Already there are complaints that some legislatures are drawing district lines to meet political desires rather than give fair representation.

There have been numerous proposals for correction of these abuses. On the basis of today's census figures a House seat ought to be representative of roughly 100,000 inhabitants. One proposal is that Congress itself might stipulate that no district in any state should have fewer than 350,000 and none more than 500,000 at the time of redistricting. This would still maintain a disparity in the representation power of each vote, but the disparity would not be anywhere nearly as great as exists in many cases now.

Capitol Composition



The Capitol Building serves as a dramatic backdrop for this delegation of some 100 Connecticut ILGers on a three-day tour of Washington, D.C. Congressman Robert Giacomini towers above the garment workers in the front row, center. Foreground, Eastern Region staffers.

LIFT THE BURDEN OF MEDICAL CARE

Abraham A. Ribicoff is U. S. Secretary of Health, Education and Welfare.

WASHINGTON (PAI) — TWENTY-SIX YEARS ago there emerged from the wake of the Great Depression a great bulwark of economic protection for American working men and women—the social security system.

Now another great need has arisen—the need for adequately financed medical care for the aged during prolonged illness. There is no question of the need.

People over 65 have medical costs about twice those of younger people, and generally must live on incomes about half as high. Older people, when hit by illness, often find the purchasing power of their social security benefits—purchasing power for living—drained away by high medical costs.

THERE IS AN EFFECTIVE WAY TO HELP deal with much of this massive problem—a health insurance program under the social security sys-

tem. In the same way that social security lifted much of the worry about income in old age, so can much of the fear of the heavy cost of major illnesses in old age likewise be erased.

Financing of the new program would be accomplished by increasing the taxable earning base from \$4,800 to \$5,000 and by increasing the social security contribution of employers and employees by $\frac{1}{4}$ of 1 percent each, and the contribution of the self-employed by $\frac{3}{4}$ of 1 percent.

THESE CONTRIBUTIONS WOULD GO INTO A health insurance trust fund, and the reserves would, of course, draw interest.

During each spell of illness, the health fund would pay the following costs:

1. Hospitalization—All costs, over and above \$10 a day for the first 9 days, of up to 90 days of hospitalization. The minimum cost to the patient would be \$20.

2. Skilled nursing home care—All costs up to

180 days after transfer of the patient from a hospital.

3. Diagnostic service — All outpatient hospital costs above the first \$20.

4. Home care—All costs of 240 home health care visits in any one calendar year by visiting nurses, physical therapists, and part-time homemakers.

IN OCTOBER 1962 THE HEALTH INSURANCE fund would start paying for hospital and home health services, and in July 1963 for nursing home services. By those dates there would be enough money in the health fund to meet the initial costs of the program, and the fund would be self-supporting.

The program would not provide the health services covered by the plan. It would simply provide a means of paying for them. And payment would be made by the health fund in much the same manner now in use by private health insurance companies.

By ABRAHAM A. RIBICOFF

N.Y. CLOAK PACTS EXTENDED WITH RISES, PENSION BOLSTER



At meeting of local executive boards of Cloak Joint Board and Cloak Out-of-Town Department where terms of precedent-setting cloak pact extension were approved. From left, attorney Emil Schlesinger, Vice Pres. George Rubin, COT general manager, Vice Pres. Moe Falikman, Local 10 manager, Vice Pres. Henoch

Mendelsund, CJB general manager (at rostrum), Murray Kolker, CJB administrative secretary, Vice Pres. Benjamin Kaplan, Local 117 manager, Vice Pres. E. Howard Mollisani, Local 48 manager, Local 35 Manager Morris Kovlar, and Local 9 Manager Harry Fisher. Contract terms cover some 45,000 cloakmakers.

GEB Review Unit Acts on ILG Staff Pay, Welfare Plan

The Review Committee on Personnel Matters appointed by the General Executive Board at its last meeting in Atlantic City early in February met in New York on April 24, and dealt with a number of staff matters including wages.

In its statement creating the committee, the GEB assigned it the following duties: "on a continuing basis, this committee will consider grievances and suggestions of any officers or staff members and will make recommendations on wages and other personnel problems to the GEB."

Wage Matter

At its February meeting the GEB also decided that "wage increases for local and joint board officers be held in abeyance pending the outcome of the current New York dress situation, in view of the fact that the last general increase was granted in 1958 following the settlement of the dress strike that year."

After the dress situation was settled, a number of locals, particularly the New York dress locals, requested that in accordance with the GEB's decision, the Review Committee be convened. Accordingly, the committee was called into

session on April 24 to recommend wage adjustments for business agents, organizers, assistant managers and managers on the payrolls of locals and joint boards, to be effective from May 1, 1961.

The Review Committee's decision, which was recommended to the local and joint boards, called

(Continued on Page 5)

What had started out as a cost-of-living wage reopener last March finished last week as a unique two-year contract extension bringing 45,000 New York metropolitan area cloakmakers a triple set of major gains:

• Wage increases averaging 14 cents an hour;

• Additional employer contributions to the retirement fund, making it possible for all eligibles to retire each year and solving the fund's longtime problems;

• Increased employer contributions to the health and welfare fund, making possible a \$10 increase in the "vacation" benefit this year.

After hearing a statement by Pres. David Dubinsky and a detailed account of the negotiations and new terms from Vice Pres. Henoch Mendelsund, general manager of the Cloak Joint Board, union representatives unanimously approved the extended collective agreements at a meeting in the Hotel New Yorker on April 24.

Present were members of the joint executives boards of all New York cloak locals, as well as dele-

gates from the Cloak Out-of-Town Department for affected shops in New Jersey, Connecticut and New York State.

Negotiations for a cost-of-living pay adjustment had begun in March under the terms of the collective agreement's wage reopening provision. However, during the course of the parleys, the parties broadened the scope of their bargaining to include added contributions for retirement and health and welfare purposes, as well as an extension of the agreement's term.

In reporting on the negotiations that led to the settlement, Mendelsund underscored the decisive role and guidance by Pres. Dubin-

sky. He also praised the forward-looking attitude manifested by the employer spokesmen.

Vital Problems

When the employers raised the question of an extension, he said, it gave the union an opportunity to put on the agenda several vital problems confronting the workers and the industry.

Besides, Mendelsund pointed out, if the talks had been confined to the wage demand, negotiations would have to be started again only eight months later for renewal of the contract, which had been slated to expire May 31, 1962.

Instead, it was all done at one time now, with the new pact, running until May 31, 1964, also solving a key problem—retirement fund. It was apparent that if this matter was settled, all others would fall into line.

Crux of the problem was that, for the last 10 years, not all eligible workers could retire at the time they sought to do so on union pensions, which pay \$65 a month. There was a "quota" limitation: only as many could be retired each year as the fund's resources could sustain.

In recent years, the press of peak numbers of eligibles, combined with the loss in revenues resulting from unfavorable economic conditions, meant that each year sizable groups had to defer their retirement.

Now, the fund's financial situation has been placed on a stable basis, through addition of another 1 percent in employer contributions to the previous 5 percent, as follows: 1/2 percent transferred from the severance fund (this has already been in effect for several months) and a new added 1/2 percent, effective June 5, to which the employers agreed in the present talks.

With \$1 million more coming into the fund each year through this 1 percent, plus higher contributions resulting from higher payrolls accounted for by the newly won raises, the need for "quotas" will be abolished, and all those

(Continued on Page 10)

NLRB Sets May 12 Election On the 'Union Within a Union'

An election to determine whether there is to be a union within the union in the ILGWU will be held Friday, May 12, 1961 according to an order issued by the National Labor Relations Board.

Those eligible to vote under the NLRB order are "all individuals on the payroll of

the ILGWU (as distinguished from its locals) who serve as business agents, organizers, educational directors, and who do union label and political work excluding office clericals, supervisors, professionals . . ."

The balloting will be held by the NLRB in more than a dozen centers across the country. Arrangements are being made for staff members and officers to vote. The ILGWU has submitted a list of about 250 who, in its judgment, fall under the definition of eligibles to vote.

In the balloting those voting will decide whether or not they wish to be represented by FOUR. The NLRB held hearings on FOUR's petition for an election from February 8 to 10.

Petition Filed

First word of the attempt to

form a union within a union in the ILGWU was a telegraphed demand on December 18, 1960 de-

manding recognition by the end of the week. The telegram as-

(Continued on Page 5)

Final OK for Jobless Area Aid

THE HOUSE OF REPRESENTATIVES LAST WEEK passed the Kennedy administration's \$394 million aid to distressed areas bill, accepting the conference report on the measure by a 223 to 193 roll call vote.

With a Presidential signature assured, the House vote cleared the last obstacle to implementing the program aimed at providing new jobs and restoring old ones in areas of chronic unemployment. The Senate had earlier approved the legislation.

THE BILL SETS ASIDE \$300 MILLION IN LOANS FOR industrial and community development. An additional \$4.5 million is provided for planning, \$4.5 million more for retraining of the permanently unemployed, and \$10 million for subsistence while the jobless undergo the retraining.

The bill also provides \$75 million in grants for use on essential projects for communities too poor to repay loans.

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2-State Dress Picketing Hits Max Wiesen Lockout

A New York lockout resulted in a Pennsylvania walkout when dress manufacturer Max Wiesen & Sons high-handedly forced Manhattan workers out of their jobs in a shutdown attempt and was subsequently faced with ILGWU picket lines at three Keystone State contracting shops.

Workers in both states immediately recognized the company action as a threat to their standards — either as members of the Dress Joint Board or the Northeast Department — and touched off demonstrations at the New York showrooms and the Wiesen plants in Lykens, Williamstown and Wiconisco, Pa. In New York City, more than 800 dressmakers, including a delegation from Pennsylvania, demonstrated in protest against the firm's lockout efforts. According to Vice Pres. Charles S. Zimmerman, general manager of the Dress Joint Council, some of the ILGWU had worked at Wiesen more than 25 years.

Stop Work

In Pennsylvania, the garment workers manned the picket lines rather than work on "scab" dresses without a contract. Meantime, the firm has waged an unceasing anti-union public relations campaign, reports Vice Pres. David Gingold, Northeast Department director.

District Manager Martin Merand, who has galvanized the entire area staff for the tri-city effort, reports that union pickets are militantly aware that a successful lockout in New York could encourage the employer to similar action in Pennsylvania, where economically distressed communities are dependent upon the workers' incomes.

The entire Pennsylvania organi-

zation staff, led by director Sol Hoffman, has joined the picket line activity.

Service Continues

Members of the Harrisburg District staff are also pitching in on a rotating basis.

The interruption in flow of work has not halted the flow of union services, however. An ILGWU mobile medical team has visited each Pennsylvania town for routine examinations of all members as part of the continuing program of preventive health care.

The Wiesen firm had at one time employed some 600 workers at its New York location. As operations in Pennsylvania expanded, this number had gradually been reduced to about 100 workers. It was refusal to meet its obligation to these ILGWU that sparked the current strike.

CO. BOOK INSPECTION REFUSALS TOUCH OFF PA. WORK STOPPAGES

A concerted move on the part of a number of Pennsylvania garment firms, independent and association members, to refuse to make their books available to union inspection has been rebuffed by a series of work stoppages and the possibility of additional walkouts.

Inspections were asked for by the union in its drive to insure enforcement of union minimums not only for floor workers but for all crafts.

The refusals have, in turn, become the basis for a number of additional cases brought before the impartial chairman of the dress industry, along with cases involving enforcement of minimums.

Eastern Region Pins Jersey \$\$ Evaders

Vigorous contract enforcement activities, marked by vigilant investigations of shop working conditions, have turned up some \$11,750 due workers at four knitgoods shops in New Jersey. According to Vice Pres. Edward Kramer, general manager of

the Eastern Region, these sums included such items as underpayments of craft and shop minimums, holiday pay, and overtime rates.

At Crestmont Knitting Mills in

Jersey City, where \$6,400 was collected, a major share went to workers laid off by the firm as part of its attempt to head off ILGWU organizing.

This the company sought to do by making a contract with Teamsters Local 475, which the National Labor Relations Board, in a case initiated by the ILGWU, later ruled was invalid. Further, the board ordered the reinstatement of the discharged workers with back pay.

Kulber Arbitration

Workers of Kulber Sportswear of West New York shared close to \$4,000 following an arbitration proceeding brought by Local 222 and ILGWU legal counsel when investigations showed that the employer was not fully living up to contract provisions dealing with shops and craft minimums, holiday pay, and overtime rates.

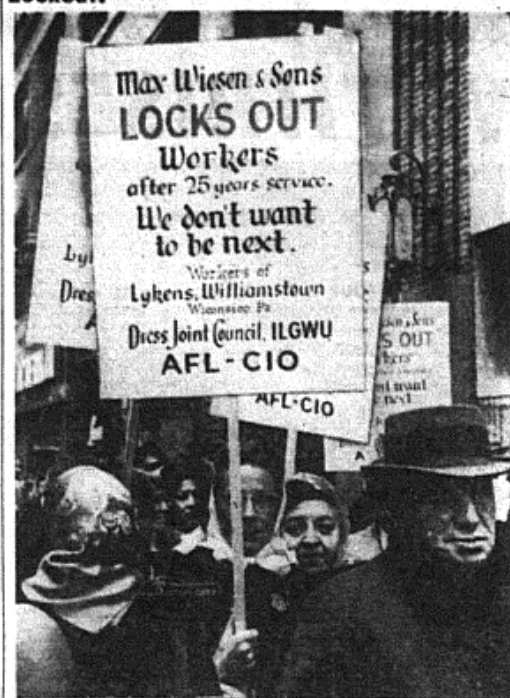
A difference in contract interpretation between the firm and the union was settled when the firm agreed to pay the \$4,000 to the workers.

Two more Jersey City shops—Kent and Morelee Knitting Mills—were also found remiss in their minimum, holiday, and overtime payments to their workers. After meetings involving auditors, lawyers from both the firms and the union, Morelee agreed to pay \$650 and Kent \$700.

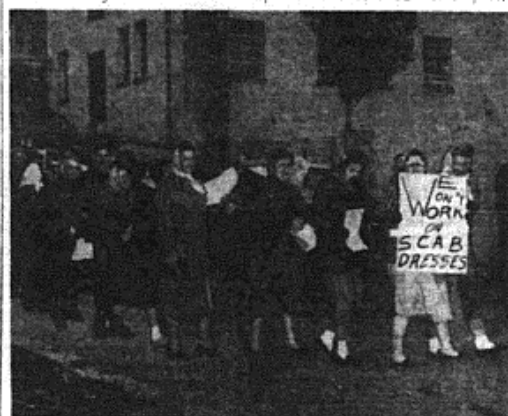
These contract enforcement activities resulted from the combined efforts of the ILGWU staffers and auditors from the ILGWU Welfare and Health Benefits Department and legal staff. Their job: to see to it that workers get in their pay envelopes, and the union gets in its health and welfare fund, what the contract says should be paid by the employer.

A number of workers in these four shops have not yet collected the money due them. Members working in Crestmont, Kent, Morelee or Kulber who think they have sums due them should get in touch with the Newark office of the ILGWU at MA 3-0244.

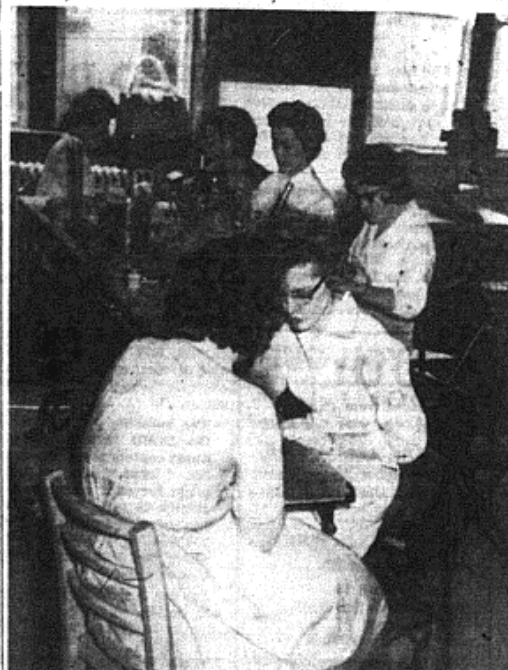
Lockout!



Locked-out workers at Max Wiesen & Sons in Manhattan demonstrate against shutdown attempt and a threatened loss of jobs.



Picket lines are manned by workers at three Wiesen shops in Pennsylvania in show of solidarity with New York dressmakers.



Although workers at three shops in Pennsylvania are on the picket line in a lockout dispute, the ILGWU mobile medical team continues its routine of periodic examinations of union members as part of year-round preventive health care program.

Klein Cutters Spark Canada Craft Drive

A decision favorable to the ILGWU, involving union representation of cutters in a major undergarment shop in Montreal, appears to have set the stage for large-scale organization of cutters in non-union shops on a craft basis.

The Quebec Labor Relations Board, in an unprecedented ruling, has certified the ILGWU as bargaining agent for the 18 cutters employed by Klein Manufacturing Co., which has a total personnel of some 350, reports Vice Pres. Bernard Shane.

The cutters were certified as a craft, a concept previously rejected by the QLRB. Organization Director St. Brenner declared that the Klein certification will give a strong boost to ILGWU efforts to enroll cutters in shops still unor-

ganized in Montreal.

Organizers will have some basic bread-and-butter facts to back up their campaign. The Joint Commission for the Dress Industry, in its annual report, disclosed that average hourly earnings in union shops last year were impressively above those in unorganized concerns.

ILGWU to Attend Italy Centennial

The Italian government has invited First Vice Pres. Luigi Antoni, general secretary of Local 49, Vice Pres. E. Howard Molinari, manager of Local 46, and Giustina Editor Vanni B. Montana to the 100th anniversary celebration of the nation's unification.

The honor has been accorded the three trade unionists in recognition of their long-time efforts in promoting Italian-American relations. The ceremonies are scheduled for May in Turin, which was the capital of Italy in 1861 at the time of the unification proclamation.

The ILGWU will be in Rome May 17 to greet a chartered plane which Local 48 is sponsoring on a good will tour.

They will also take part in the annual commencement exercises of the Franklin D. Roosevelt Institute in Mondello.

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FOUR Questions

The General Office of the ILGWU has received a number of inquiries about the Federation of Union Representatives (FOUR), an organization seeking official recognition and a contract from the ILGWU as a "union" of ILGWU organizers, business agents and other union representatives. The press carried a good deal of information and misinformation about this "union within a union" and about ILGWU policy. The following deals with four main questions about FOUR.

Is it true, as FOUR claims, that the ILGWU refuses to recognize unions of its employees and to bargain with them?

This is FALSE. The ILGWU and its locals recognize and deal with unions of their employees. This covers clericals, accountants, custodial, nurses, stage hands, musicians, food handlers, paper handlers, and others. The ILGWU deals with ELEVEN unions of its regular employees.

Why does the ILGWU oppose recognizing a union of its business agents and other officers?

Because business agents and other officers are not employees but officers of the ILGWU. By their name, they are a Federation of "Union Representatives" not a Federation of Union Employees. Every American citizen should know the difference. A government official—whether elected or appointed—is not the same as a government employee, such as a postal clerk. A union of union officers is as logical as a union of government officials to bargain with the President or Governor for a union contract.

Who elects the officers of the ILGWU?

The membership. The officers are chosen either directly OR indirectly by the members of the ILGWU. In some locals the officers are elected directly. In other areas, the officers are appointed by the administration of the ILGWU who are, in turn, elected by the membership through their convention delegates.

What officers would FOUR like to represent?

Those who are chosen as appointees on the payroll of the ILGWU.

Do these appointed officers on the payroll of the International Union have the same rights and privileges as the elected officers on the payroll of locals and joint boards?

Yes! They are part of the same retirement fund, and the same life insurance plan. They may become members of the ILGWU (even if they do not originally come from the trade), may attend ILGWU meetings, may run for elective posts, may campaign for and be elected as convention delegates. Employees of the union, on the other hand, have NO such rights and privileges.

Is FOUR then an organization of officers or of employees?

FOUR claims both. They want the privileges of officers—to shape policy and enjoy officer benefits. They also would like the rights of employees—to make demands and to enjoy employee rights.

If FOUR is not truly a union of employees, then what is it?

FOUR is, and must become, a faction: a political power bloc bound to create a civil war in the ILGWU. Here's why: FOUR wants to decide ILGWU policy in regard to wages, expenses, benefits, etc., of its officers. First, FOUR will try to do this by collective bargaining. If it fails, FOUR can try again by seeking to elect delegations to the ILGWU convention. This must mean an internal political battle, conducted by a union within a union that must inevitably create dual allegiance and conflicting loyalties.

Have there ever been such organized factions in the ILGWU?

Yes. For many years, the ILGWU was torn and divided by warring factions. Some were political; some were power-minded. The effect on the union of such civil wars was to leave the ILGWU weak, bankrupt, and ineffective. Working conditions for garment workers fell to a painfully low level. Only after factionalism was eliminated and only after the officer corps and the membership were united, was the ILGWU able to build its present strength, to raise the standards and benefits of the membership. Our experience is this: organized, continuing factionalism can do greater damage to the union worker than the anti-union employer! A union must have unity.

Has FOUR in any way hurt the ILGWU up to now?

In several ways: Within the officer corps, there has been rising friction and suspicion. FOUR has fed the press mud-slinging pieces on the ILGWU. Some anti-union employers have used this to injure organizing campaigns of the ILGWU.

How would FOUR affect the relationships between members and officers?

The democratic rights of union members must be violated when officers seek to perpetuate themselves in office through contracts negotiated by their own "union" without regard to whether the workers, who are dues-payers and the final voice in the union, are happy with their chosen "representatives" or not.

Why has the National Labor Relations Board decided that the officers of the ILGWU are entitled to the status of employees?

The idea of a "union within a union" is a new thing in the American labor movement. The law never dealt with this matter specifically. The only precedent that the board had of any significance was the attempt of the organizers of the AFL-CIO to organize a "union."

1. What is the policy of the ILGWU in regard to unions of its employees?
2. Is FOUR a "union" or a "faction?"
3. How will FOUR change the character of the ILGWU?
4. What can be done to resolve the FOUR issue?

The board leaned on that precedent to make its decision without referring to the great difference between the situation in the ILGWU and the AFL-CIO.

What is the difference between the ILGWU and AFL-CIO situations?

The AFL-CIO is a federation of unions without a direct membership of its own. AFL-CIO organizers do not come to AFL-CIO conventions as delegates of AFL-CIO. Nor are they in a position to determine AFL-CIO policy by campaigning actively for delegations to AFL-CIO conventions. On the other hand, officers of the ILGWU are members of the ILGWU, may run as convention delegates, and—even more important—do have a voice in campaigning for convention delegations. Officers of the ILGWU—unlike organizers of AFL-CIO—do have an active and significant voice in choosing ILGWU administration. **FOUR WOULD LIKE TO CHOOSE THE ADMINISTRATION OF THE ILGWU AND THEN BARGAIN WITH THE "EMPLOYERS" THEY HELPED ELECT!**

Has the AFL-CIO decision been tested in the courts?

No!

Is the decision of the National Labor Relations Board final and binding?

No! Many decisions of the board have been reversed in court. In a recent case where an important principle was involved a board decision was reversed in court in favor of the ILGWU. Only the Supreme Court of the United States can make the final and binding decision!

Is there any other way to avoid such a difficult and lengthy way to settle this matter?

Yes. Two ways are proposed:

1. The ILGWU could recognize FOUR. But this would not end the internal conflict that FOUR has brought into the ILGWU. This would merely create a permanent faction and would mean a rebirth of organized factionalism that we have not had since the days of the Communists.
2. The officers of the ILGWU could vote against FOUR in the Labor Board election and use the established channels of the ILGWU for voicing grievances or advancing proposals affecting wages, expenses, benefits. This would promote the internal unity so necessary for building our union and protecting the workers in the shop. Dragged out conflict can only hurt the ILGWU, and, inevitably, hurt all those—whether members or officers—who are part of the ILGWU.

Labor Board Sets Election Review Findings

(Continued from Page 3)

serted that otherwise the Federation of Union Representatives (FOUR) would institute proceedings. On December 26, as threatened, it filed the petition with the NLRB and a hearing was set for January 17, 1961.

The ILGWU felt that the matter of a union within a union presented a new kind of issue with which the ILGWU had never previously been faced and which involved basic questions of policy.

It was also felt that such a policy could be set only by the General Executive Board for which a meeting had already been scheduled. Accordingly the ILGWU

requested and obtained an adjournment of the hearing to February 8, 1961, to follow the GEB meeting.

GEB Policy

On February 6, 1961, the GEB announced the policy it had adopted. In respect to a union within a union, the GEB declared it would not oppose a bargaining unit of international union organizers because they have "only minimal impact on the shaping of union policy."

The GEB, however, pointed out that the duties of business agents are "directorship in nature" and that "anyone in this category bargaining collec-

tively with the ILGWU would in effect be sitting on both sides of the bargaining table." It would, it said, oppose a bargaining unit of this category.

At NLRB hearings, FOUR refused to accede to a unit limited to organizers. The results of the balloting will be announced by the NLRB some days after the voting.

At an arrangement conference at which payroll lists were submitted there were indications that both sides would challenge certain individual ballots. Also, if the vote is against the ILGWU's position, the union will test in court the precedent upon which the NLRB based its order.

(Continued from Page 3)

for wage adjustments for business agents and organizers of \$7 to \$12, depending on present wage levels, length of service, etc.

Health Coverage

The Review Committee also discussed a program of hospital, surgical and medical cost protection for staff members such as already covers virtually all ILGWU members and which the General Office has been considering. After hearing a report on this matter, the Review Committee recommended the adoption of such a program.

It, therefore, directed the General Office to submit to the committee at its next

scheduled meeting on May 25 a comprehensive report on the relative cost of several such plans. The Review Committee will then make its recommendation for adoption of specific coverage by the GEB at its June meeting.

The Review Committee is scheduled to meet again on May 25 to continue its assigned task of considering "grievances and suggestions of any officers or staff members and wages and other personnel problems" involving all ILGWU officers and staff. The committee suggested that any suggestions, proposals or grievances be addressed to its chairman, Vice Pres. Charles S. Zimmerman.

The ILGWU General Executive Board has authorized affiliates to invest up to \$200,000 to set aside 50 double-occupancy rooms in the first Four Freedoms Hotel in Miami Beach—an inter-union, non-profit project aimed at making available hotel accommodations for retirees and others at a reasonable rate. A. H. Raskin, The New York Times labor reporter, in a recent issue of that newspaper, described what it's like in the President Madison.



A Place In FLORIDA'

M IAMI BEACH — Organized labor has established a new beachhead here in its campaign to provide more social security under the union label. It has opened the first non-profit resort hotel for retired trade unionists, and the early settlers report: "Everything's beautiful. It's God's country."

A stroller along Collins Avenue would find little to differentiate the President Madison Hotel from any of the other luxury hotels with which it used to compete before it began functioning this past winter as a "fun in the sun" haven for pensioned garment workers, store clerks, seamen and members of other sponsoring unions.

Late in 1959, a group of unions formed a non-profit corporation called the Four Freedoms Hotels, Inc. Six months ago the President Madison was acquired by the corporation at a price of nearly \$1,000,000 and was refurbished from top to bottom in preparation for its official opening in February.

THE FOUR FREEDOMS CHAIN REPRESENTS a departure from the course taken by some other unions seeking to provide housing for their pensioned members. One of the most ambitious of the earlier ventures is Salhaven, the \$3,500,000 retirement village built by the Upholsterers International Union on a lagoon twenty miles from Palm Beach.

The project has been highly praised by gerontologists, but the union has found it hard to overcome the reluctance of many aged workers to uproot themselves from their urban environment

and move permanently to a locale remote from their children and friends.

The resort hotel idea for the aged has caught on so well that six commercial operators are running hotels for senior citizens in Miami Beach. Many observers are convinced that eventually much of Collins Avenue will be the playground of pensioners finding that life can be beautiful at 70.

FOUR FREEDOMS HAS NO AMBITION TO eclipse the Hilton or Sheraton chains, but it does intend to keep expanding in the interest of providing elderly unionists and their wives with a diversified list of hotels to choose from. This will help its clientele to avoid boredom by having to stay in one spot too long. The corporation is now in the process of negotiating for the purchase of four additional hotels in New York, Chicago, Los Angeles and Atlantic City.

The present members of the corporation are the United Automobile Workers, the International Ladies' Garment Workers' Union, the International Union of Electrical Workers, the Macy's local of the Retail, Wholesale and Department Store Union, the National Maritime Union, the International Brotherhood of Operative Potters, the American Radio Association, the Office Employees International Union and New York Local 111 of the Leather Goods, Plastics and Novelty Workers International Union. Members of six other unions are numbered among the sun worshippers who have been guests at the President Madison.

The slogan of the President Madison is: "Rea-

lize your retirement dream . . . luxury, security, comfort — at \$125 a month." That is designed to cover everything from meals to bingo and ocean-side lounges. The combination of federal old-age insurance benefits and pensions under labor-management welfare plans brings the stay on Florida's Gold Coast well within the means of most union oldtimers.

THE HOTEL HAS BEEN SPRUCED UP TO make it as sparkling as any of its opulent neighbors. There are spacious lobbies, game rooms, a television theatre, a swimming pool and a well-stocked bar. All the rooms are air-conditioned and the furniture compares favorably with that in hotels where the rates run to \$50 a day for a room alone.

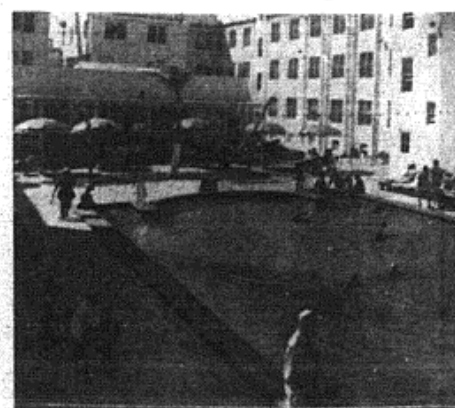
Special touches are provided to help the guests take it easy. Bathtubs have been fitted with non-skid bottoms and handrails, ramps have replaced stairs in some areas to supplement the elevators, window fixtures have been changed to make them simpler to open, an examining room has been set up for use by visiting physicians and a refrigerator is available for storing medicines.

Instruction is available in such diverse fields as swimming and arts and crafts; even the cha-cha is taught to those spry enough to learn.

The dining room operates on a cafeteria basis, but there are bus boys to carry trays to tables. In a city that prides itself on good eating, the unions hope to earn a reputation as good feeders. The accent, in the corporation's own words, is on "balanced diets for the maintenance of good health



He thinks of trout, she of canasta—as they leave the light, airy hotel room to join friends in downstairs lobby.



A leisurely rest in the sun, then just a couple of steps to



'S Sun

so that residents will have plenty of vitality for 'living up' their retirement."

...

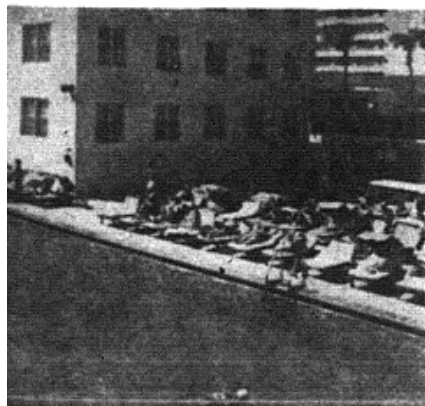
A VISITOR FINDS LITTLE OF THE INSTITUTIONAL atmosphere that characterizes most retirement centers. In part, this is because the unions encourage their active members, in town for a convention or a rest, to stop at the President Madison. This leavening of younger people tends to keep the senior citizens from feeling segregated in a world of those too old to work and too young to die.

It also assists in meeting the problem of year-around occupancy for the President Madison and the other hotels the corporation plans to operate. In the summer, when Mr. and Mrs. Retired Worker are likely to feel an itch to get back to New York or Chicago to see their friends and relatives, the corporation expects to keep its Miami Beach inn jumping with union stenographers, electrical workers, mill hands and others on vacation.

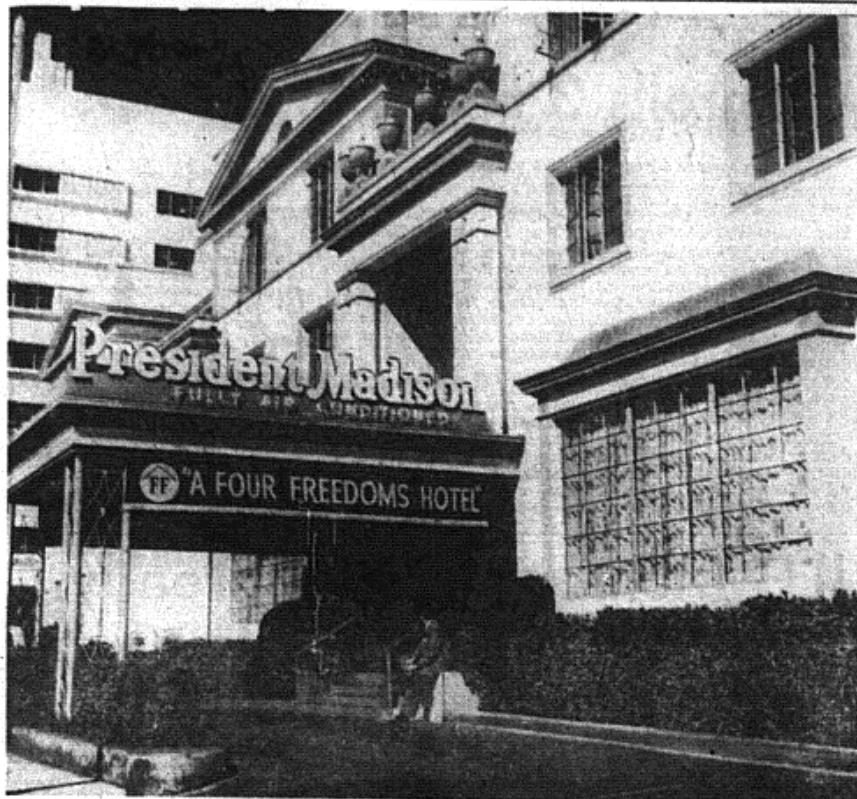
At the height of the season last month, all 205 rooms in the President Madison were full. About 25 were occupied by a delegation of steel workers and a sprinkling of other unionists in their 30's and 40's. The rest of the residents were oldsters, and most acted as if they had just taken a dip in the fountain of youth, rather than in the hotel's sun-dappled pool.

...

MAX POLIKOFF, FOR 27 YEARS A BUSINESS agent in ILGWU Local 142 was happy to be away from Seventh Avenue.



to a refreshing dip in the hotel's giant swimming pool.



"We came here for a month, and now we are asking for two additional weeks," he confided. "It's very delightful. The first few days we felt strange, but we worked out with the people. Everyone is so democratic. They're my own kind of people. The rooms are terrific, with wonderful service."

Joseph Gold, a former assistant manager of the New York Joint Board of the Amalgamated Clothing Workers, summed up his views in two words: "Very good." His wife's reaction was almost as succinct. "What could be bad?" she asked, with an expansive gesture that took in the cheerful lobby, the bright sun and the throng of fellow-guests chatting around her.

In charge of the hotel is Jerry Schwartz, a 32-year-old union organizer with dark eyes and coal black hair. He resigned as Florida state director of the Amalgamated Clothing Workers last December to try his hand at running the President Madison for its union sponsors.

"I came here because I felt there was a chance to repay the people who built the labor movement, to help give them a sense of friendliness and dignity in their old age," he explained. "I think this is a terrific idea. It is the kind of thing unions have to do to demonstrate they really care about people."

THE SAME SPIRIT WAS RESPONSIBLE FOR the corporation's formation. The spearheads of the effort were William R. Steinberg, president of the American Radio Association, and Joseph Cur-

ran, president of the National Maritime Union and a vice president of the AFL-CIO. Mr. Steinberg now heads the corporation, and Mr. Curran is chairman of its board of directors.

They describe the venture as a voluntary recognition by unions that their responsibility to their members does not end when age has impaired their productivity and earning power. Mr. Steinberg calls the hotel a "new frontier" in a concept of union function that goes beyond the winning of pension plans to a guarantee that labor organizations will make it their job to contribute to the mental and physical security of their retired members.

This broadening of union service to the elderly could result in a vast expansion of labor's political influence in a period when the lengthening of the life span has made the aged a significant power bloc in political affairs. However, there is little thinking about politics behind the manorial pillars that flank the entrance to the President Madison. The emphasis is on rest and enjoyment.

Mr. Schwartz intends to see that the President Madison continues to hold an edge in food, service and friendliness. Every effort is made to see that there are no extra charges for the guests. Tipping is discouraged, and the 30 hotel employees are paid a little above the union scale to make up for this loss of extra income. Florida is a "right to work" state, which means that the workers do not have to belong to the Hotel and Restaurant Employees Union to hold their jobs. But everyone from the manager down wears a union button.



Skilled fingers turn from the work-bench to the hobby table where art and crafts class offers creative outlet.

N'East New England Drive Enrolls 3 Bay State Shops

The long-awaited advent of warmer weather has been matched by an equally warm response to union organization by close to 150 garment workers at three shops in Massachusetts, reports Vice Pres. David Gingold, director of the Northeast Department.

At Fairlane Fabrics, a drapery concern in New Bedford support for the ILGWU was demonstrated solidly through a representation election conducted by the National Labor Relations Board.

This the union won hands down, garnering 33 votes against 2 non-union, with only 4 not voting.

Although the NLRB had set the election for six months after the date the union had petitioned for the poll, the workers' backing for the ILGWU remained unshaken

throughout. Northeast Field Supervisor Jack Halpern assisted by New England Organization Director Frank Lyons and organizers Gili Alfonso and Manuel Santos conducted the unionizing activities.

C & S Overwhelming

At the C & S Sportswear Co. in Fall River, all 40 workers responded so overwhelmingly by signing union authorization cards when visited by organizers Gili Alfonso and Al Seibetta that the firm agreed to recognize the union

without further proceedings.

Negotiations for a contract now are in progress under direction of Halpern and District Manager Ralph Roberts.

Likewise, the employer of V & J Sportswear Co. of New Bedford has granted union recognition to some 42 workers, and past parleys are proceeding with the participation of Business Agent Joseph Buckowski.

Lyons reports that organizing campaigns meantime are continuing at Marion Dress in New Bedford and Imperium Raincoat and Forecaster Raincoat in Boston. Rainwear Local 34 Manager Henry Bridges and Assistant Manager Al Pralio are sparking these efforts.

ILG Member Roster Steady Despite Recession's Impact

ILGWU membership remained virtually unchanged for the period January 1 through December 31, 1960, with a slight dip from 452,017 to 446,554 reflecting the general economic recession and high unemployment in the nation. Helping to maintain

the high roster were organizing gains achieved in the face of hobbling restrictions imposed by the Landrum-Griffin Act and state or local anti-union laws.

The figures were contained in a census report compiled by the ILGWU Auditing Department and released by General Secretary-Treasurer Louis Stulberg.

On the basis of union-wide totals, the loss of 14,864 members was substantially offset by organization drives that enrolled 3,401 new ILGers, cutting down the over-all decline to 5,463.

In the major market area around metropolitan New York, membership rolls were substantially unaltered. The Cloak Joint Board was down from 29,939 to 28,951 members; the Dress Joint Board dipped from 57,975 to 54,344.

The miscellaneous locals in New York declined from 108,401 to 105,097.

Membership in the Eastern Region and Cloak Out-of-Town Department maintained a steady level. Eastern Region rolls went from 38,419 to 38,545. COT totals

went from 13,908 to 13,863.

Largest gains were registered by the Northeast Department, whose ranks swelled from 54,384 to 57,501 for a gain of 3,117 members. The Johnston and Central and Western Pennsylvania District both boosted ranks by some 800 members, while the Fall River, Mass., District netted 600 new enrollees.

ILGWU affiliates in Canada and Puerto Rico scored gains in 1960. Puerto Rico ranks jumped from 5,001 to 5,920, an increase of close to 20 percent. In Canada, the rolls went from 17,153 to 17,781, resulting from gains scored in the Canada-wide organizing drive.

Returns were mixed in the mid-west and coast regions. The Central States reversed a trend with a membership jump from 12,853 to 13,641. Southwest rolls went from 1,307 to 1,374.

Membership in the older centers suffered minor losses, reflecting the continuing movement from formal clothing to casual and sportswear. The Midwest, Ohio-Kentucky and Pacific Coast Regions all reported declines.

Setbacks were also recorded by the Southeast Region, in the heart of "right-to-work" territory and homeland of the anti-union hold-out.

The more-established areas of the Upper South Department and Philadelphia held their own, with practically no change in membership.

M'West Bids NLRB Halt Mendota Deeds

The Mendota Trousers Co. of Mendota, Ill., has been hauled before the National Labor Relations Board to account for unfair labor practices used against an ILGWU organization drive, reports Vice Pres. Morris Bialis, director of the Midwest Region.

The campaign to unionize the firm, manufacturers of women's slacks, has run into a series of anti-union roadblocks in the form of worker interrogation, surveillance of meetings, and threats to shut down the plant.

Individual workers, also, have fallen victim to the employer's vicious tactics. One of the higher paid workers in the shop, Ruth Preston, was shifted to a new and unfamiliar operation when the firm learned of her activities in behalf of the union.

The transfer caused a significant drop in her earnings, and although she stayed on for several weeks, the firm fired her when piece work earnings dropped below the federal minimum.

The labor board's hearing on union charges began April 18 in Mendota, where the organization drive continues under the direction of Leon Cornfield and Dick Zweiback.

Label Manners

Members of Detroit Local 442 manned the miniature garment factory that highlighted the AFL-CIO Union-Industries Show at Cobo Hall from April 7 to 12.

Visitors to the ILGWU exhibit also saw live fashion shows and a film counterpart, the sound and color union label movie "Spring

and Summer Fashions, 1961."

Aiding Michael Johnson, assistant director of the Union Label Department, were Michigan state representative Bill Davis, Ruth Crane, Mardecel Weiner and Phil Oliver.

Endowed With Hope



Plaque expressing appreciation to the Cloak Out-of-Town Department for endowing the City of Hope with a recreation room is accepted by Vice Pres. George Rubin from Sam Schlesinger, East Coast director of the pioneer medical research center.

Going Up!



Out of the rubble of tenements, the lines of ILGWU Houses rise in Chelsea district to lend a new form to Manhattan skyline.

HOW TO BUY

by SIDNEY MARGOLIUS

Widespread Price Rigging Hits Consumer Pocketbook

Ever notice how all the major brands of tooth paste and other toiletries cost the same; that major brands of bread have the same price tag; that many of the milk companies on your route are likely to charge the same price; that even diaper services and other services in your area charge the same rate?

Sometimes by actual agreement, sometimes by pressure from manufacturers, sometimes simply by observing each other's prices, many sellers nowadays charge you the same price for basic goods and services. In the drug business, the tendency of manufacturers to exact the same fee for vital drugs, such as the antibiotics, compels you to pay from two to eight times as much as these drugs normally should sell for, investigations have shown.

For example, Dr. Karl Wachtel, medical director of the Nassau County, N. Y. Public Welfare Department, tells this reporter that encouraging doctors to prescribe drugs by their generic (scientific) names rather than by brand names, has reduced the prices of prescriptions often by one-half. And in some cases, as in cortisone drugs, the price of the same drug under a generic name costs only a small fraction of the brand-name price. Dr. Wachtel points out that one widely-used cortisone product costs only \$2 per 100 tablets under its generic name, and \$17 under its brand name.

In the milk business, the government itself, and in some cases state authorities too, encourage price fixing by limiting licensing of dealers, and by fixing the prices farmers are paid for milk, often to the detriment of the farmers as well as you, the milk consumer.

Then the dairies themselves frequently fix the prices on the retail level. The Federal Trade Commission recently charged that two big mid-Western dairies had conspired to fix prices in Kansas, Missouri, Kentucky and Illinois and had coerced their competitors into maintaining these prices.

Flagrant Price-Fixing

In the auto-parts industry, the Federal Trade Commission has cited a number of manufacturers and wholesalers for regulating the prices at which they sell repair parts, seat covers and other car needs. Often this is done through the franchise system. The manufacturer takes away the distributor's franchise if he sells for less than the price established by the manufacturer.

One of the most flagrant cases of price-fixing, which shows how sellers get together to keep up their rates, has been uncovered in the diaper-service industry in New York State. The Attorney-General charged that eight big companies not only held regular meetings to decide prices, but followed trucks of companies not in the combine to take their customers away by cutting prices—which later they raised. In some cases, the combine members even bought out the routes of the competing companies. The diaper services did not fight the state's complaint but simply agreed not to do it any more.

One of the toughest situations is in the bread business. It is a fact that bread could be priced as much as 7 cents a loaf less than it now sells for if the distribution problems of the bakers could be solved. Instead of 24 cents a pound loaf, as some brands of bread now cost in a number of cities, bread could sell for as little as 17 cents.

But what happens is that the bakeries tend to set their prices at the level required by the highest-cost bakeries. This allows the chain stores an excellent opportunity to bring out their own brands of bread at a lower price than the advertised brands. Since the chains do not have the same distribution problems as the bakeries, such as servicing a large number of small stores, they can under-cut prices just a little and still make a satisfactory profit.

LABOR AND THE PUBLIC: COMMON CAUSE

Allentown ILG Spurs School-Labor Entente

An enterprising community activities program designed to promote mutual understanding between organized labor and the general public through the public school system has been launched in the Northeast Department's Allentown District.

LOCAL FUND RAISING, DISTRESSED AREA AID REVIVE WILKES-BARRE

The passage of an area redevelopment measure by Congress and the successful culmination of a fund-raising campaign have combined to lend renewed vigor to economic activity in the Wyoming Valley district of Pennsylvania.

In the hard-hit Wilkes-Barre District, ILGers joined with other unionists and civic organizations in the self-help fund-raising drive that topped the announced goal of \$15 million by some \$200,000 according to Vice Pres. David Gingold, director of the Northeast Department.

Further hopes for a rapid upturn came last week when the Senate passed the Redevelopment Bill that was part of the Kennedy administration's program for aid to distressed areas.

According to District Manager Min Matheson, the government assistance and the initiative of local fund-raisers are expected to alleviate the high unemployment rate in the valley, caused in part by the decline in the coal-mining industry.

Labor Pledges Support To Red Cross Campaign

AFL-CIO Pres. George Meany and Sec'y-Treas. William F. Schnitzler have pledged full labor support to the 1961 American Red Cross campaign for members and funds. Meany, in a letter to General Alfred M. Gruenther, ARC president, lauded the "ever-closer working relationship" that has developed over the years between the Red Cross and the AFL-CIO Community Services Committee "to utilize labor's manpower and skills when disaster strikes" and "to strengthen the Red Cross program."

CHICAGO AREA LOCALS START SERVICE CLASS

Representatives from five local unions in the Chicago area on April 6 rang up the curtain on the ILGWU Community Services Training Program.

Members from Local 76, 208, 212, 261 and 54 took part in the first in a series of eight class sessions designed to provide participants with a thorough briefing on the major aspects of available community services.

Upon completion of the program, the counselors will return to their shops — one to a shop — to provide information and guidance to the members on specific problems.

Topics included as subject matter for the course are the function of public and private welfare agencies, unemployment compensation and workmen's compensation, garnishee and credit practices, consumer buying problems, health services and legislation.

The program has the cooperation of Cyril C. Murphy and Grace Smedstead, staff representatives of the AFL-CIO Community Services Committee in Chicago.

The course is an outgrowth of a conference series originally introduced by Vice Pres. Bialis, Assistant Regional Director Harold Schwartz, Managers Bernice Perry and Jack Rubin, organizer Pearl Reuben, and education director Phil Oliver.

N'East Starts Program Of Community Services

A wide-ranging program of community services has been undertaken throughout the Southern New England District in recent weeks by joint teams of union activists and ILGWU retirees, according to Vice Pres. David Gingold, director of the Northeast Department.

The comprehensive program was planned and launched by a pilot committee composed of 50 counselors and retired members of Fall River, Mass., Local 178. The experiences of this group will serve as guidelines for similar committees in New Bedford, Mass., and in Rhode Island.

As outlined by Education Director Forrest Heckman, the program will include commu-

nity action in health education, welfare agencies, legislation and consumer information. In addition, the retirees are engaged in arranging retirement planning and counseling activities.

An immediate target will be the setting up of a blood bank program in conjunction with the local Red Cross chapter.

United Fund Planners



Working out a program of community counseling initiated by ILGWU in the Allentown (Pa.) area are, from left: Jack Houlahan, executive director of Lehigh County United Fund, Francis Coyle representing AFL-CIO Community Service Director Leo Perlis, Ike Gordon, manager of Northeast Department's Allentown District, and Horece Geary of AFL Central Labor Council.

Garbage Collectors Sew Bridal Gowns?!

Garbage collectors sewing bridal gowns? Sounds ridiculous, doesn't it?

But that's what Elegante, a bridal gown jobber known also as Gigi and Star Brite, is trying to do. The firm, which with Garbage Collectors Local 945 of the Teamsters.

Its efforts so far have not been conspicuously successful. A strike by the Dress Joint Council in conjunction with the Eastern Region

is seriously complicating the attempts by the garbage collectors to produce bridal gowns.

On the first day of the strike, the firm lost its cutters, pressers and most of its other key workers when they refused to cross the picket line.

Directed by Eastern Region Local 144 Manager Peter Dellefesen, strike efforts are getting the full backing of the many affil-

ates of the Dress Joint Council.

Active on the line were Harry Shapiro, assistant manager of Local 10; Sam Nemaizer, chairman of Local 60; Ed Banyal, council director of organization; Pete Leuel, assistant manager of the Dress Joint Board organization department; Hazel Allen, Local 22 business agent, as well as staff members of Eastern Region Locals 144, 148, 161, 162, 166 and 222.

Salute World's Freedom Fighters

TO MANY OF OUR FELLOW trade unionists throughout the world, May 1 is the symbol of their aspirations for better conditions of life and labor. This year, more than ever before, May Day is the signal for them to redouble their efforts to free the entire world from the perils of war and dictatorship, from the evils of poverty and oppression.

The stirring struggles for freedom and human dignity now going on in the continent of Africa (Algeria, South Africa, Angola and elsewhere), in Tibet, in Laos, in Vietnam, etc., the evidence of rising resentment against tyranny and exploitation behind the Iron Curtain and on the mainland of Communist China, all demonstrate that the plain people of the world are determined to win freedom from hunger and tyranny and to share in the benefits of modern industrial progress.

On this May Day the workers of America salute the workers of the world and express our solidarity with

The following May Day message has been issued by AFL-CIO Pres. George Meany in salute to trade unionists in the fight for freedom throughout the world:

their most cherished aspirations. We pledge to them that we will use all our strength to influence our government to aid the cause of freedom everywhere.

WE OF AMERICAN LABOR HAVE always been in the forefront of the battle for social justice. We have fought and continue to fight for the elimination of racial discrimination in our own country. This is in line with the American experience, for we were born in a revolutionary struggle for independence from colonial tyranny. The struggle for liberty and equality is at the heart of the American tradition.

Of first importance is the preservation of world peace and freedom. We have to speed the day of freedom and human dignity for the people on both sides of the Iron Curtain, for

the heroic Hungarian and Tibetan freedom fighters, momentarily overwhelmed by the hordes of the new imperialism of Soviet and Chinese Communism, as well as for the people of Algeria and South Africa and Angola, etc., seeking to break the last chains of the old colonialism which is, and must be, on its way out.

We of American labor warn against complacency and illusionism. We must not be fooled by the siren slogan of coexistence.

WHILE KHRUSHCHEV AND HIS fellow Communists the world over hypocritically pretend to believe in "peaceful coexistence" and the reduction of international tensions, they brutally crush and conquer Tibet, invade Indian territory, infiltrate the Congo, take over part of Laos, invade South

Vietnam, establish a base in Cuba, push against the freedom of West Berlin — all this being part of the pattern for the steady extension of their territorial domination.

The free democratic world must use all its resources — military, economic, social, moral — in mutual and helpful coordination to resist this common threat to peace and freedom everywhere.

We of American labor on our part pledge ourselves to help strengthen to the utmost the resources of our country in this common struggle. We support the firm position taken by President Kennedy in the Congo, in Laos, in West Berlin and elsewhere.

We know that economic stagnation represents as great a threat to our national security as Communist aggression. We greet the efforts of the new administration to tackle the problem. But these initial efforts do not go far enough; they must be deepened and accelerated.

Cloak Pacts Extended

(Continued from Page 3)

eligible will be able to retire next January—and every January thereafter, Mendelsund stated.

The cloak retirement fund, established in 1943, as a pioneer, industry-wide employer-financed arrangement, has retired some 12,500 workers since 1946.

Up Welfare Sum

In the case of the health and welfare fund, the additional employers' contribution of 1/2 percent of payroll, also starting June 5, will overcome that fund's deficit—which last year came close to \$250,000—and will make possible the \$10 boost in "vacation" benefit checks.

Thus, Mendelsund pointed out, under the new contract, employers will pay contributions equivalent to a total of 11 percent of payroll for the various funds: retirement, 6 percent; health and welfare, 4 1/2 percent; and 1/2 percent to the national ILGWU supplementary unemployment-severance benefits fund.

The wage increases, to cover fall season work, will go into effect June 12. (See box with this story detailing the amounts of the wage increase for each craft.)

As in the old agreement, the extended pact provides for a wage reconer clause, with June 15, 1961 set as the date from which future cost-of-living pay boost claims will be calculated.

President Sifts Merger

In his comments, Pres. Dubinsky touched on general garment industry problems as well as those specifically concerning cloakmakers.

Discussing retirement fund problems, such as had beset the cloak union, Pres. Dubinsky asserted the only fundamental solution would be a merger of the various affiliates' funds on a national basis, as had been done with the severance funds.

However, he said, heretofore the funds of affiliates such as miscellaneous locals, with relatively few retirees and consequent large reserves, were reluctant to do so with those such as the cloaks where the opposite conditions prevailed.

But now that the cloak retirement fund finally has been put on a stable basis, more equal conditions have been created, making a merger in this field a more realistic possibility.

Referring to the complaints about "bundles going out of town," the ILGWU chief showed that coat and suit markets throughout the country were confronted by the same developments and challenges, arising not from area competition, but primarily from changes in modes of living. One by-product, for instance, was the continuing growth in popularity of sportswear items.

Another development, affecting all markets, was the rise of "giants" in the sportswear field with a great diversity of products made under one firm, including skirts and blouses and knitwear, but mainly sports-

Cloakmakers' Wage Increases

Effective June 12, 1961

WEEK WORKERS

Cutters, operators, pressers, finishers, sample makers, examiners	\$5.00
Key workers among operators and finishers in section shops	\$5.00
Operators and finishers in section shops	\$4.50
Special machine operators	\$4.50
Finisher helpers	\$4.00
Floor workers	\$4.00

PIECE WORKERS

Tailoring Shops
Operators—a total of 41 percent, instead of the previous 37 percent, above settled prices.
Finishers—a total of 50 percent, instead of previous 42 percent, above settled prices.

Section Shops
Operators—49 percent instead of 42 percent above settled prices.
Finishers—56 percent instead of 48 percent above settled prices.

NOTE: For piece-work pressers the conversion of the \$5 increase will be determined directly between pressers and the association.

wear. This process, he indicated, will tend to de-emphasize the distinctions of purely coat or dress or other centers.

Lauds Cloak Head

Lauding Vice Pres. Mendelsund's effective role in the current negotiations, Pres. Dubinsky declared that he had passed with flying colors his test in heading negotiations for a new collective agreement for the first time as general manager. He said that a strong factor in the successful and harmonious outcome of the talks was the employers' respect for Mendelsund's sincerity, integrity and ability.

He disclosed that, in the course of the parleys, the cloak general manager had presented the facts and figures pointing to the solution of the

retirement problem.

Vice Pres. Howard Molinsani, manager of Local 48, on behalf of all joint board local managers, voiced appreciation to Mendelsund and Dubinsky for conduct of the contract negotiations, and introduced the resolution for approval of the new terms.

Chairman of the meeting was Vice Pres. Benjamin Kaplan, manager of Operators' Local 117. Others on the platform included Vice Pres. Moe Falkman, manager of Cutters' Local 10, Vice Pres. George Rubin, general manager of the COT, and Managers Harry Fisher (Local 9), Shelley Appleton (Local 23), Morris Kovler (Local 35), Samuel Rabinowitz (Local 64), Joshua Fogel (Local 82), Murray Kolker, joint board administrative secretary, and union attorney Emil Schlesinger.

Coast Political Seeds Harvest Grass Roots

Hundreds of Los Angeles ILGers are learning the ins and outs of political activity in the most effective way—by actually participating. Members who could not name their Congressmen a few months ago are now corresponding on a regular basis with their Washington representatives and the Sacramento legislators as well.

Political activity coordinators Abe Tankenson and Max Wolf have done an effective job in getting petitions signed and letters mailed to implement the legislative program given top priority by labor. Telegrams and letters have been sent by local unions urging support of minimum wage legislation and medical care to the aged under social security.

Rights Drive

On the local scene, California solons have heard from their garment worker constituents on im-

portant bills now pending in the state legislature.

ILGWU delegates joined with other civil rights advocates in a legislative conference in Sacramento urging the passage of a bill to end discrimination in public and private housing in the Golden State, measures to extend old-age assistance benefits to resident aliens, to permit suspension or revocation of licenses of those who discriminate against minority groups in their services, and to protect small homeowners from discriminatory action in redevelopment and urban renewal projects.

The multi-faceted activity of the Los Angeles unions is part of a program of political education designed to encourage ILGers to express their opinions to the legislators who represent them in the legislative halls—both nationally and locally.

Spring Dance

While the pachanga, the charanga and the cha-cha-cha will get a big play at the annual Spring Dance of the Los Angeles ILGWU, the waltz and the fox trot will also be featured. More than 2,000 members and their guests will dance to the music of Manny Lopez and his orchestra on May 5 at the Zenda Ballroom in Los Angeles.

City-Wide Solidarity



Members of New York Sportswear Local 23 join with other trade unionists in demonstrating support for contract renewal demands of workers at Macy's, world's largest department store. Backed by more than a million city unionists, the members of Retail Workers Union won agreement with major improvements.

HITS AND MRS.

by JANE GOODSSELL

Medicine Chest Summons Up Remembrances of Ills Past

Some people sigh nostalgically over old wedding veils and faded love letters. I prefer to browse through my medicine cabinet and reminisce over the ailments of yesteryear.

Let others wax sentimental over antique milk glass and century-old rosewood. Give me, instead, a tube of dried-up sulfa ointment or a bottle of dehydrated cough syrup. My hobby is collecting left-over prescriptions.

What a thrill it is to open the door of my medicine cabinet and view my collection! I am justly proud of it because it is one of the largest collections in existence today. Prescription collecting is a popular hobby, but I believe there are few exhibits to compare with mine. What a satisfaction it is to gaze upon all the little bottles, jars and boxes, piled six deep on top of one another. They bring it all back to me—memories of past cases of indigestion, insomnia and diaper rash.

Every time a bottle tumbles over the medicine cabinet, I blink back a sentimental tear. Who knows? Perhaps this is the prescription that cured that stubborn case of pinkeye a couple of years ago. Or it could be those miraculous vitamin capsules for expectant mothers. Who knows?

There is color in the medicines themselves. There are lovely translucent amber-colored capsules, and there are capsules the color of burgundy. There are pink lotions and orange syrups. There are pills as white as snow, in interesting shapes and sizes.

And there is poetry in the names of the medicines—penicillin, paregoric, anacin, amertan, streptomycin, sulfanilamide, nornbutol.

What difference does it make that I don't know exactly which is which? Isn't it enough to know that each one is simply wonderful for something?

Some Interesting Clues

The print on the prescription containers provides interesting clues to the nature of the remedy. But, like antique markings, they are merely clues and not pat answers. They never spoil the game by stating directly that the prescription is to be used for poison oak or night wakefulness.

Instead, they merely give the name of the doctor who prescribed them, the date and directions like: "Apply locally"; "One every four hours"; "Use as directed."

I have spent many diverting hours tracking down these clues. I have been asked whether I make any practical use of my collection. This seems to me a ridiculous question. People don't collect stamps in order to have a ready supply of postage, do they? The person who keeps asking me this question is my husband, who has a very intolerant attitude toward my collection. He refers to it as "that clatter in the medicine cabinet."

What's more, he has delivered an ultimatum that if it isn't all cleared out by midnight tonight, he will personally serve my entire collection to me in a casserole dish, combined with cheese sauce and topped with buttered crumbs.

It looks as though my collection must go, but my heart will go with it.



N.Y. Dress Council Drive Bags Jody Fair Resister

A one-day strike by the Dressmakers' Joint Council last week resulted in the unionization of Jody Fair, a contractor at 632 Broadway, in Manhattan.

Council Organization Director Ed Banyai said that 100 people are employed in the shop. Rosa Agostini has been elected shop agitator.

House visits and meetings with union members in the shop preceded the strike.

Union staff members who helped in the "blitz" organization drive

included Pete Leuel, assistant manager of the Dress Joint Board organization department; Local 80 Business Agent Jack Hockman, Local 89 Business Agent Al DiGaudino and Local 22 Business Agents Marie Calera and Manny Connales.

CUTTERS COLUMN

Cloak Cutters Net \$5 Raise; Pact Ends Retirement Delays

Expressing "pleasure and gratification," Vice Pres. Moe Falikman, manager of Local 10, informed the membership at its April 24 meeting that several hours earlier an agreement had been reached on a new contract in the coat and suit industry "with substantial improvements in wages and fringe benefits."

Effective June 17, cutters working in coat and suit shops will receive a \$5 weekly increase on top of present earnings.

According to a recent survey, cloak cutters averaged for a 35-hour week (excluding overtime) just under \$125 or about \$6,500 a year. Of course the earnings of individual cutters depend on the extent of their employment.

Under the new agreement, Falikman told the membership, it will be possible for the cloak retirement fund to retire in January 1962 all cutters as well as workers in the other crafts who reach the age of 65 and are otherwise eligible.

A rise of 1/2 percent in employer contributions, supplementing another 1/2 percent transferred to the retirement fund from the severance pay fund previously, will make it possible to avoid postponement of retirement for some members who were eligible but for whom sufficient funds were not available.

"For those cloak cutters who were looking forward to retirement this provision in the new agreement will bring the assurance that the funds will be available for this purpose," Falikman stated. He said the union had placed great stress on this point during the negotiations because of concern for those elderly workers who could no longer continue working and had met all the eligibility requirements.

Problem Eased

Falikman explained that the declining volume of business in the industry for a number of years had reduced the fund's annual income based on percentage of payroll contributions while, at the same time the applications for retirement had increased.

Consequently, in recent years a tight financial situation had periodically caused or threatened to cause postponement of retirements for some members but in each instance the union had found a solution. It was believed that the peak level of applications may now have been passed and therefore the fund's capacity to re-

Next regular meeting
Monday, May 29

tire all eligible members may be less of a problem in future years.

Under the new agreement there will also be a rise of 1/2 percent in contributions to the industry's health and welfare fund, the Local 10 chief stated.

Stulberg Saluted

On April 17 Local 10 arranged a luncheon to celebrate the 60th birthday of one of its favorite sons — Louis Stulberg, now ILGWU general secretary-treasurer and formerly assistant manager of the cutters union.

Brief talks were delivered by Pres. David Dubinsky, Vice-Pres. Charles Kreindler, Harry Shapiro, assistant manager of Local 10, and Abe Dolgen, who manages its miscellaneous division. In addition to the staff of Local 10, there were also present members of the local who are now managers of other local unions, such as Max Goldenberg (Local 32), Matthew Schoenwald (Local 62) Herbert Pokodner (Local 98) and Douglas Levin (Local 99). Among the guests was also Leon Stein, a member of Local 10, who is editor of Justice.

Manager Falikman, who was the toastmaster, expressed to Stulberg, for the membership of Local 10, all good wishes and many happy birthdays and continued service to the ILGWU.

Davis Dies

It is with regret that we record the passing of an able, valued and long-time officer of Local 10. Isidore Davis was chairman of the organization's executive board. Many cutters of Local 10 attended the funeral on April 23. Assistant Manager Harry Shapiro delivered the eulogy.

In the last issue of Justice we failed to note, in the item about the renewal of the snowsuit agreement, an important gain — the inclusion of graders in the contract giving them the benefit, for the first time in the trade, of protection of the agreement as well as coverage by the health and welfare, retirement and severance pay funds.

Urge Revised Factory Code To Better Work Conditions

The 36-year-old industrial code that regulates working conditions in New York's needles trades may be revised to provide more aisle space and increased lighting for garment workers in factories throughout the state.

The proposed revisions in Code 28, which has gone unchanged since enacted in

October 1924, were presented by labor and management representatives at public hearings held by the Labor Department's Board of Standards and Appeals last month.

A labor spokesman at the public hearing was Lester Spielman, director of the ILGWU Management-Engineering Department. He is also a member of the advisory committee to Industrial Commissioner Catherwood that drew up the revised draft.

The recommendations would provide greater space between machines and cutting tables in factories where crowded conditions exist, and in some cases would require up to a tenfold increase in lighting.

Lighting requirements in the revised draft would apply to all existing plant sites. However, there would be no retroactivity in cases of additional space.

There was some question as to whether the old or revised stand-

ards would apply in situations where existing plants undertook rearrangements or expansions.

The Board of Standards will consider comments from interested parties on the proposed changes until June 1.

Italian American Labor Fetes Ambassador Brosio

The Italian American Labor Council will tender a testimonial dinner to Italian Ambassador Manlio Brosio on May 1, 1961 at the Park Lane Hotel in New York. First Vice Pres. Luigi Antonini, council head, announces.

The Ambassador was a veteran fighter for freedom in the Italian anti-Fascist underground during the war.

'No Vacancy' Sign On ILGWU Houses

ILGWU Houses, the 2,820-unit cooperative development in the Chelsea area of Manhattan, has been over-subscribed and applications are no longer available, the United Housing Foundation has announced.

However, applications may still be made for another union-sponsored cooperative—the 5,660-unit Rochdale Village in Queens.

Floor plans and other information as well as applications may be obtained from Community Services Inc., 530 Grand St., New York 2, or by calling OR 7-5666.

ILG Education to Resume City-Wide Tours

With the advent of favorable weather, the annual series of

visits to points of interest around New York will again become part of the program of the ILGWU Education-Recreation Center, reports Education Department Secretary Fannia M. Cohn.

Meantime, the center will continue its regular Thursday evening sessions at the High School of Fashion Industries, 225 West 24th St., between 7th and 8th Avenues. These meetings combine lectures on current events by some of the city's leading educators with recreation and folk dancing. The sessions begin promptly at 6:10 P.M. in Room 923.

The visits to points of interest, under the heading "Know Your City—A Class in Wheels," will include guided tours by experts on the locales and sites attended.

The ILGWU Student Fellowship is planning a combined luncheon-panel discussion, with instructors, students and friends of the education group in attendance. Details will appear in a future edition of Justice.

N.Y. Governor Vetoes Fire Sprinkler Delaying

(Continued from Page 1)
saw fit to put safeguards of life above shortsighted interests."

Full and immediate application of the provisions of the Abrams Act, passed after the Monarch fire took the lives of 24 garment workers in 1958, is now cleared. The effective date of the Abrams Act is July 1, 1960 but the vetoed bill would have postponed it to April 1, 1962, would have forgiven all those who had been already found in violation of the Abrams provisions and would have waited for new rules that would be more flexible and would spare employers "unnecessary hardships."

In his review of the bill before he vetoed it the Governor found that the state labor law already provides means for relief for such hardship.

"It is apparent," he declared, "that this bill confers no substantial powers which are not now provided by law to pro-

tect employee safety and at the same time permit alternative requirements and variations consistent with the spirit and purpose of the law."

According to Justice Editor Leon Stein, ILGWU fire wardens now completing their semi-annual shop check urged members to write to the Governor. Important aid in the drive for a veto was given by Raymond R. Corbett, chairman, and Everett Friedman, research director of the legislative committee of the New York State AFL-CIO.

DRESSMAKERS Application for Retirement

EFFECTIVE OCTOBER 1, 1961

Will Be Accepted ONLY Until

June 15, 1961

Dressmakers employed in New York City dress shops wishing to retire on October 1, 1961 must apply at the office of the Retirement Fund, 218-232 West 40th Street, New York City, in Room 312 (3rd Floor) between the hours of 9:00 A.M. and 5:00 P.M.

Dressmakers employed in dress shops located outside of New York City, who work on garments for New York dress jobbers, should apply at the Retirement Fund office which is in their area.

A worker who does not file his application during the registration period noted above will not be able to retire during the retirement year October 1, 1961 to September 30, 1962.

Registration in New York City will be accepted in the alphabetical order listed below. Those whose last names begin with letter:

H thru M — May 1 to May 5

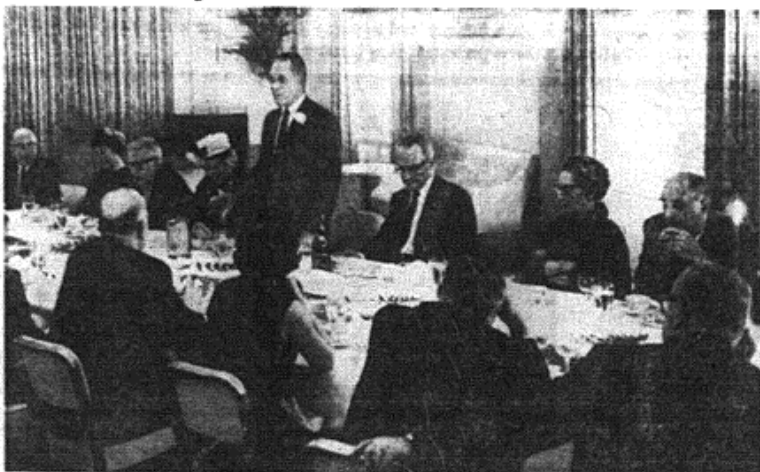
N thru R — May 8 to May 12

S thru Z — May 15 to May 19

If you cannot come in during the period set aside for you, you may register from May 22 to June 15, 1961.

RETIREMENT FUND OF THE DRESS INDUSTRY OF NEW YORK

Salute to Stulberg



At celebration honoring ILGWU General Secretary-Treasurer Louis Stulberg on his 60th birthday, from left Local 10 president Sam Winick, Pauline Falikman, Pres. David Dubinsky, Babe Stulberg, Louis Stulberg, Vice Pres. Moe Falikman, manager of Local 10, Hannah Haskel and Vice Pres. Charles Kreindler, Local 25 manager. Cutters' fete was for a "favorite son."

JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

EDITORIAL PAGE



A UNION WITHIN A UNION?—(2)

THE NATIONAL LABOR RELATIONS BOARD has ordered an election to be held to determine whether there shall be a union within the union in the ILGWU.

In a single phrase—"we find no merit"—the NLRB has dismissed the ILGWU's argument that its business agents are something more than employees on a payroll.

In one perfunctory footnote it has brushed aside the distinction between the union crusade for improved human welfare and the corporate pursuit of maximum profits.

In the NLRB order, this ILGWU—with its rich history of battles for humane work conditions, its long record of struggle for sanitation in the shop, its pioneering in collective bargaining, its inspiring heritage of sacrifice on the picket line—is spoken of as "the employer engaged in commerce".

The NLRB is wrong. It cannot wipe out the difference.

The ILGWU cannot be reduced to the same status as the United States Steel Corporation or General Motors. There is all the difference in the world between the exploitation of human labor through which business transforms it into profits and the dedicated, responsible service to a union which many have rendered with no thought of personal gain. Indeed, ILGWU history is filled with inspiring cases of selfless service which is the essence of unionism.

Now this board has so far moved away from its true and original purpose that it has virtually negated the reason for which it was created.

THE LAW THAT BROUGHT IT into being was enacted to protect workers against industrial exploitation by those for whom profits come first. That law was the fulfillment of an age-old dream—part of a new deal for workers—that there would be a time when government itself would recognize the justice of the safeguards fought for on the picket line by enacting them into law.

A union is not a business.

It is not an employer exploiting employees for profit; it is not a boss engaged in commerce.

A union is a crusade; it is a joining together of many workers in many places, sharing a common determination to end competition in human labor, professing a common readiness to sacrifice for others who are not as well off.

In ignoring these differences, the NLRB has acted against a union just as it would act against a corporation. In ordering the election to be held, it has opened the way not to strengthen a union but to weaken it: to raise up in its midst grave conflicts of interest, damaging factionalism, threats to its inner democracy and the improved conditions it has won for its members, both of which can be preserved only through unity in its ranks.

To the extent that the union has employed workers to service its quarters and its members, the ILGWU has bargained with other unions. These include unions of clerical workers, of building service workers, of medical center staffs and others.

But it has never considered these to be in the same category as its business agents upon whom rests the responsibility of making judgments, executing policy, advising and guiding members, bargaining with employers, handling workers' grievances and, at conventions, participating in elections and formulating policy.

IN THEIR DAILY LIVES, for thousands of our members, the business agent is the union. There must be no question of his devotion. There can be no price on it. He must be something more than merely an employee for pay.

In the days when this union struggled in poverty, its officers knew hunger and accepted it because they served for something other than pay. In our own time, devoted officers no longer need to make such heroic sacrifices in terms of personal privation. The means exist to enable a union officer to provide for his family. But to determine such compensation and other conditions through a union of union officers is to create two loyalties where only one can be served.

A union within a union will pose a permanent question in the mind of every member observing the conduct of his union officer: Where is his loyalty? When that officer will advise the worker in the shop or at conventions, when he will urge the adoption or rejection of proposals, the question will hang there like a threatening cloud: Is this for the good of the ILGWU or for the advantage of his own group?

There has never before been such a cleavage in our ranks between member and officer. To a great extent, the progress made by this union has been the result of the firm unity and solidarity of officers and members.

If our officers are now to be considered only as paid employees (should the election go against the ILGWU), our members will have to prepare for a basic change in the spirit of this organization. Remembering our own previous bitter experience with factions, we are convinced that, should this be the outcome, our membership meetings and conventions will again become the arena for factional challenges to proposals originating among members. ILGWU members will deliberate in their meeting halls and convention auditoriums; members of the officers' union will caucus elsewhere to plan manipulations of the voting and election sessions.

Perhaps the NLRB, so long accustomed to dealing with employers, cannot perceive that this must be the inevitable result of its failure to distinguish between a union and a corporation, between a crusade and exploitation for profit.

BUT WE IN THIS UNION, sensing what we believe is the overwhelming will and interest of its members, intend to do everything possible to preserve that difference.

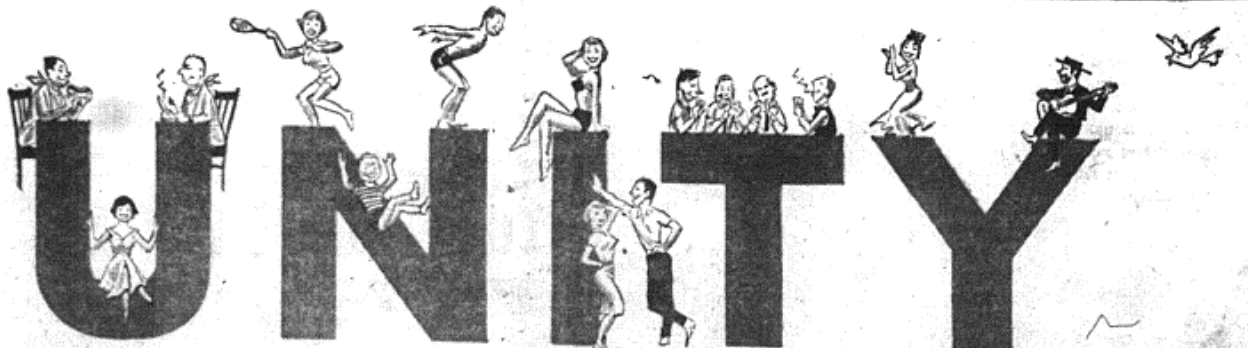
A union born in the slums and the sweatshops and built with sacrifice and devotion cannot, even by order of a board, suddenly take on the guise of a corporation, convert a leadership—that put the years of its life into its upbuilding—into bosses, reduce its loyal officers to nothing more than paid employees with no regard to their idealism. We are certain that our members share our determination to preserve the spirit of the ILGWU.

The election will be held because it is required to be held by law even though that law, we feel, has here been misapplied. But the order directing it to be held rests on one untested precedent, rendered by a conservative Labor Board a number of years ago, a board, many of whose decisions have been brushed aside when tested in the courts.

The order for this election is a routine decision that mechanically invokes the precedent and echoes its unchallenged errors. In addition, it gives no consideration to the circumstances that set this case apart from that precedent.

For this reason, while we must submit to the election, we feel that we are duty bound to test its outcome should our position be defeated. We will do so through every possible and available legal means, through appeals and court proceedings, regardless of effort, regardless of time.

We owe it to our members to preserve the principle that the union they have built, the union through which they have improved and enriched their own lives is not a business and to see to it that neither a mistaken board nor a faction of officers perverts it into becoming one.



ALL THIS AND MORE are yours in the ILGWU's summer resort in the Poconos. There's just one catch—you've got to register. For choice accommodations, do it NOW. Make your reservations at the Unity House office (Health Center building) 275 Seventh Ave., NYC, 10th floor, from 9 A.M. to 6 P.M. In Philadelphia, 929 No. Broad St.

HOUSE